



**AMENDED MINUTES OF THE REGULAR MEETING OF  
THE OHIO CIVIL RIGHTS COMMISSION**

**December 16, 2021  
Rhodes State Office Tower  
Administrative Hearing Room**

*These minutes were amended by vote of the Commission on April 28, 2022 to correct a clerical error.*

**Call to Order:**

Chair Lori Barreras called the meeting to order at 9:30 a.m.

**Commissioners in Attendance:**

Lori Barreras, Chair  
William Patmon, III, Commissioner – Did Not Participate  
Madhu Singh, Commissioner  
Julia Rita McNeil Danish, Commissioner  
Charlie Winburn, Commissioner – Did Not Participate

A quorum was present.

**In Attendance:**

Angela Phelps-White, Executive Director; Mary Turocy, Director of Public Affairs and Civic Engagement; Desmon Martin, Director of Enforcement and Compliance; Bradley Dunn, Acting General Counsel; Aman Mehra, Columbus Regional Director; Vera Boggs, Cleveland Regional Director (via video presentation); Lori Taylor, Dayton Regional Director; Beyan Asoba, Reconsideration Supervisor. Representatives from the Ohio Attorney General's Office were present as well.

**APPROVAL OF MINUTES**

**MOTION by Commissioner Danish to approve the November 18, 2021 minutes with corrections. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>DID NOT PARTICIPATE</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>DID NOT PARTICIPATE</b>

**Motion carried.**

## **CONFIRMATION OF STAFF FINDINGS**

### **1. Complainant's Request for Reconsideration – Vacate Original No Probable Cause Finding and Grant for Further Review**

Douglas R. Sage II v. Boardman Township Ohio, Police Department  
AKRA3(41118)03152021  
22A-2021-01258C

Mary La Riccia v. The Cleveland Clinic Foundation  
CLEG4(46284)03042021  
22A-2021-01280F

Beth E. Nelson v. State of Ohio, Department of Rehabilitation and Correction  
CLEG4(46486)06302021  
22A-2021-02460F

Dorinza Johnson on behalf of Dalona Johnson v. City of Cleveland, Division of Recreation  
CLEB4(46609)09122021 AMENDED  
22A-2022-00129C

Carmen Cedeno v. SSC &M Haven, Inc. and Holly Linden  
CLEH3(41166)04172021  
05-21-2515-8  
22A-2021-01693F

Fair Housing Advocates Association v. SSC &M Haven, Inc. and Holly Linden  
CLEH3(41167)04172021  
05-21-2527-8  
22A-2021-01694F

Laura Schulze v. Troy-Miami County Public Library  
DAYG6(29271)01292021  
22A-2021-01433F

### **2. Complainant's Request for Reconsideration – Vacate Original No Jurisdiction - Dismiss Finding and Grant for Further Review**

Hannah A. Lippman v. The University of Toledo  
TOLK2(40887)03122021  
22A-2021-01201F

3. **Respondent's Request for Reconsideration – Grant for Further Review**

Theresa A. Kovacs v. The University of Toledo

TOLA2(40870)02242021

22A-2021-01095C

\*Split Determination: Probable Cause on the issues of demotion and termination on the basis of Charging Party's participation in a statutorily protected activity; No Probable Cause on the issues of terms and conditions (workspace being relocated to a cubicle), demotion, and termination on the basis of age. 22A-2021-00826C

4. **Complainant's Request for Reconsideration Withdrawn - Grant**

Deirdre Mitchell-Wilkes v. JP Morgan Chase Bank, N.A.

COL71(48348)01052021

22A-2021-00675C

5. **Ratify Conciliation Agreement and Consent Order; Dismiss Formal Complaint – Submitted by the Attorney General's Office**

Matthew Phillips v. City of Warren, Ohio

AKRB3(40735)06102020

Complaint No. 21-EMP-AKR-40735

22A-2020-02199C

Lindsay Saunders v. Tiffany Thompson and Hall Investment Company, LLC

AKRH1(48225)11022020

05-21-0843-8

Complaint No. 21-HOU-AKR-48225

22A-2021-00214F

Natalie Celeste v. 12700 Lake Avenue Condominium Association, dba Winton Place Unit Owners' Association

CLEH4(45682)11242019 (AMENDED)

05-20-7758-8

Complaint No. 20-HOU-CLE-45682

22A-2020-01214F

Sheila Elam v. Gilligan Company, LLC dba Popeyes

DAY76(28788)04282020

Complaint No. 21-EMP-DAY-28788

22A-2020-01915C

**6. Issue Formal Complaint**

Heriberta Contreras v. Hanna Hughes, Community Manager; Fairfield Homes, Inc. c/o Leonard F. Gorsuch, Registered Agent; Madison Square Apartments c/o Fairfield Homes, Inc.; Madison Square, Ltd. c/o Fairfield Homes, Inc.; and Karen Michael, Regional Manager

COLH1(48486)03092021

05-21-2121-8

22A-2021-01180F

Lisa Thompson v. Allstate Insurance Company

TOLH2(40794)12222020

05-21-1631-8

22A-2021-00613F

Brooklynn Harris v. The McAlear Group, Inc.

TOL72(40827)01212021

22A-2021-00826C

Derrick D. Blassingame v. Uptown 2 LLC, The Armor Group, and Student Housing Management, LLC dba UC Properties

DAYH6(29310)02172021 AMENDED

05-21-3777-8

22A-2021-01590F

\*Commissioner Winburn recuses himself from participation in this case

**7. Probable Cause – Schedule Conciliation**

Fair Housing Advocates Association, Inc. v. New Hilliard Station, LLC c/o Corporation Service Company, Registered Agent; and Birge & Held c/o Arnold Clarke, Executive Vice President of Operations

COLH1(48785)07122021

05-21-3244-8

22A-2021-02268F

Fannie B. Jackson v. Mercy Health-St. Vincent Medical Center LLC

TOLA2(40871)02272021

22A-2021-01097C

\*Split Determination: No Probable Cause on the the issues of work duties, discipline, scheduling, harassment and communication on the basis of age. Probable Cause on the issues of work duties, discipline, scheduling, harassment and communication on the bases of race and retaliation.

Matthew Martin v. City of Toledo, Fire & Rescue Department

TOLB2(40916)04122021 AMENDED

22A-2021-01381C

Matthew Martin v. City of Toledo, Civil Service Commission

TOLB2(41072)08092021

22A-2021-02541C

## **Probable Cause – Schedule Conciliation - Continued**

Fair Housing Contact Services, Inc. v. Todd Ruppelli and Linda Ruppelli  
AKRH3(41281)07142021  
05-21-3296-8  
22A-2021-02913F

Niki Keegan v. Shaker Village Rental Communities LTD. And Erica Schindley  
CLEH4(46334)03102021  
05-21-2238-8  
22A-2021-01645F

Frank Szabo v. City of Cleveland, Division of Fire  
CLE74(46339)04132021  
22A-2021-01650C

\*Split Determination: Probable Cause on the basis of retaliation; No Probable Cause on the basis of race

Ryan McPherran v. Shaker Village Rental Communities LTD. And Erica Schindley  
CLEH4(46455)03022021  
05-21-2348-8  
22A-2021-02428F

Housing Opportunities Made Equal. v. Phillip Murphy; Premier Apartment Services LLC  
DAYH6(29265)01222021  
05-21-1626-8  
22A-2021-01374F

Pamela Patterson v. Miami County Commissioners  
DAY76(29302)02122021  
22A-2021-01576C

Walter L. Walls v. Ford Motor Company  
DAYA6(29334)02242021  
22A-2021-01755C

Stephanie Conteh v. Kroger Company  
DAYB6(29339)02262021  
22A-2021-01764C

\*Split Determination: Probable Cause on the basis of disability only; No Probable Cause on the basis of disability and retaliation only

Jenna Osborne v. Innovative management, LLC, Kingsgate HOA, Inc. & The Kingsgate Homeowners Association, Inc.  
DAYH6(29470)  
05-21-2545-8  
22A-2021-02187F

Housing Research & Advocacy Center v. DAL Capital Property Management  
CLEH4(46281)03042021  
22A-2021-01276F

8. **Probable Cause – Schedule Conciliation; Authorize Executive Director to Issue a Formal Complaint if Conciliation Efforts Fail**

Samantha Kinman v. Sherri Clabo & Donald Clabo, Owners  
DAYH6(29292)01072021  
05-21-1758-8  
22A-2021-01567F

9. **Ratify Conciliation Agreement and Consent Order After a Finding of Probable Cause**

Elizabeth Weingert v. Allyson Kilmer-Perry and Cathy Price  
AKRH3(41043)01132021  
05-21-1487-8  
22A-2021-00838F

Eula Brooks v. Fairfield Homes, Inc.  
CLEH4(46176)01062021 AMENDED  
05-21-2460-8  
22A-2021-00806F

10. **Ratify Conciliation Agreement and Consent Order Prior to Final Determination**

Housing Research & Advocacy Center v. Matthew Henthorn  
CLEH4(46403)05182021  
05-21-4377-8  
22A-2021-01742F

Alexandria M. Metz v. Lima Apartments and Tosha Watkins  
DAYH6(29381)03152021  
05-21-3829-8  
22A-2021-01870F

Mishona Covington v. Neighborhood Properties, Inc.; Jalon Henton, NPI Housing Specialist  
ADRH2(41162)10132021  
05-22-4011-8  
22A-2022-00107F

The Fair Housing Center v. Neighborhood Properties, Inc.; Jalon Henton, NPI Housing Specialist  
ADRH2(41163)10132021  
05-22-4012-8  
22A-2022-00108F

Sophia Victor v. Banyan Living Ohio LLC, Boulevard at Green Apartments LLC and  
Lindsay Casdorph  
ADRH3(41328)08062021  
05-21-3749-8  
22A-2022-00082F

## **Ratify Conciliation Agreement and Consent Order Prior to Final Determination - Continued**

Kenyatta Williams v. East Akron Neighborhood Development Corporation Property Management and Rita Blavrock

ADRH3(41362)08242021

05-21-3925-8

22A-2022-00085F

Lisa Akers v. Akron Quality Properties, LLC, Newton Tower Apartments, and Moria Roth

ADRH3(41381)08122021

05-21-3406-8

22A-2022-00097F

Denise Mitseff v. Saint Barbara Catholic Church, The Most Reverend David J. Bonnar, SJ Bishop of the Roman Catholic Diocese of Youngstown, and Fr. Cline

ADRH3(41388)09122021

05-21-4127-8

22A-2021-03065F

Christopher Michael Corey v. Roseland Limited Partnership and Susan Temple

ADRH3(41442)10042021

05-22-4395-8

22A-2022-00611F

Shelby McClanahan v. Connie Semelsberger, Owner

ADRH6(29706)08102021

05-21-4303-8

22A-2021-02556F

### **11. Withdrawal of Charge – With Settlement**

Deirdre Mitchell-Wilkes v. JPMorgan Chase Bank, N.A.

COL71(48575)04202021

22A-2021-01491C

Bryant Williams v. Inter-Con Security Systems, Inc.

COL71(48964)09232021

22A-2021-02947C

Kahley Cleveland & Ryan Scott v. The NRP Group LLC and Edison at Gordon Square LLC

CLEH4(46401)05172021

22A-2021-01740F

Housing Research & Advocacy Center dba Fair Housing Center for Rights & Research v. The NRP Group LLC and Edison at Gordon Square LLC

CLEH4(46402)05172021

22A-2021-01741F

## **Withdrawal of Charge – With Settlement - Continued**

Terrence McNeil v. Joyce Wimer  
CLEH4(46624)09072021  
22A-2022-00300F

Morgan Swartz v. Fastenal Company  
DAY76(29230)01132021  
22A-2021-01077C

D'Anthony Lamar Chattam v. Checker's Drive Thru dba Rally's  
DAYB6(29293)02112021  
22A-2021-01568C

Elba Alicia Pagan v. Trotwood-Madison Schools  
DAYA6(29325)02262021  
22A-2021-02251C

Walter Smith-Randolph v. Elite Nails of Cincinnati, LLC  
DAYG6(29443)04172021  
22A-2021-02118F

Sharon Wess v. Project C.U.R.E. Inc.  
DAYB6(29505)05142021  
22A-2021-01661C

Elias Provitt v. Sinclair Community College  
DAYG6(29758)08272021  
22A-2021-02699F

Marcene Smith v. Evergreen School District  
ADRA2(41085)08122021  
22A-2021-02594C

Jaedyn Miller v. Inspire Brands, Inc. dba Sonic Drive-In  
ADR73(41310)07262021  
22A-2022-00040C

Jan Showalter v. Sleep Care, Inc.  
ADRA1(48804)07202021  
22A-2021-02364C

Lisa Kasemets v. Watermark Real Estate Investment Corp.  
ADRA1(48872)08182021  
22A-2021-02619C



## **Withdrawal of Charge – With Settlement - Continued**

Jackson Frost v. Wireless Vision/T-Mobile  
ADRB1(48921)09022021  
22A-2021-02767C

Joyce Johnson v. Cleveland Municipal School District  
ADRB4(46537)07262021  
22A-2021-02977C

Cheryl Peavy v. 2307 St. James Place, LLC  
ADRE4(46618)09042021 AMENDED  
22A-2022-00292F

## **12. Withdrawal of Charge - Grant**

Jose A. Franco v. Custom Care Construction LLC  
COL71(48898)08252021  
22A-2021-02689C

Kourtney R. Kozal v. Andy Frain Services, Inc.  
TOL72(40876)03042021  
22A-2021-01138C

Stephanie D. Oxner v. R Gant Properties LLC An Ohio LLC; Legacy Hills Apartments; Asia Daniels;  
Tanasia L. Daniels  
TOLH2(41240)11172021  
22A-2022-00535F

Stephanie D. Oxner v. R Gant Properties LLC An Ohio LLC; Legacy Hills Apartments  
TOLH2(41253)11292021  
22A-2022-00614F

Laquisha Palmer v. Ayden Healthcare of Maderia dba Maderia Village  
DAY76(29190)12102020;  
22A-2021-00629C

Shaun Thompson v. Montgomery County Ohio Board of County Commissioners  
DAYB6(29359)03082021  
22A-2021-01835C

13. **Withdrawal of Charge – Request A Notice of Right to Sue - Grant**

Megan Murria v. The Ohio State University Wexner Medical Center  
COL71(48920)09022021  
22A-2021-02766C

\*Commissioner Patmon recuses himself from participation in this case

Kimberly R. McBride v. The University of Toledo  
TOLB2(40907)03302021  
22A-2021-01328C

Toni Clark v. Ridi Accounting LLC dba S&G Stores  
TOLB2(40913)04082021  
22A-2021-01379C

Meghan Hughes v. Life Connection of Ohio  
TOL72(41027)07082021  
22A-2021-02237C

Sierra Cousino v. Northwest Electrical Contracting, Inc.  
TOL72(41143)09282021  
22A-2021-03078C

Luke Michael Chunko v. JN House Enterprises, Inc. dba McDonald's  
AKR73(41364)08262021  
22A-2022-00221C

Edgar Mort v. Lynden Oil Company  
AKRB3(41370)08312021  
22A-2021-03084C

Karen Meder Holland v. Kisling Nestico & Redick, LLC  
AKRA3(41466)10152021  
22A-2022-00379C

Nikiesha Cleveland v. Heather Hill Care Communities  
CLE74(46637)09162021  
22A-2022-00312C

Irene Coleman v. Hunter Defense Technology, Inc.  
CLEB4(46669)09202021  
22A-2022-00247C

Jenny L. Laughlin v. Hospice of Western Reserve, Inc.  
CLEA4(46733)10122021  
22A-2022-00288C

## **Withdrawal of Charge – Request A Notice of Right to Sue – Grant - Continued**

Doug Adkins v. City of Middletown  
DAYA6(29819)09232021  
22A-2021-03100C

Wayne Person v. PacSun Eddie Bauer  
ADRB1(48966)09212021  
22A-2021-02951C

### **14. Withdrawal of Charge – Request a Notice of Right to Sue After a Finding of Probable Cause**

Dreyon Wynn v. The University of Toledo  
TOL72(40823)01192021 AMENDED  
22A-2021-00822C

LaShawna Jordan v. The University of Toledo  
TOL72(40847)02092021  
22A-2021-00999C

Mary Elizabeth Harper v. The University of Toledo  
TOLA2(40852)02122021  
22A-2021-01025C

### **15. Administrative Closure – Request Notice of Right to Sue**

Princess Jones v. American Freight, LLC  
CLE74(46892)09152021  
22A-2022-00735C

### **16. Administrative Closure**

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOL72(40905)03302021  
22A-2021-01326C

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOL72(40906)03302021  
22A-2021-01327C

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOLB2(40940)04292021  
22A-2021-01461C

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOL72(40948)05032021  
22A-2021-01485C

## **Administrative Closure - Continued**

Parker Daley v. Plastipak Packaging, Inc.  
AKRB3(41422)09142021  
22A-2022-00189C

Lester Weagraff v. FEMC  
CLEA4(46574)08112021  
22A-2021-03009C

### **17. No Jurisdiction – Dismiss (XNJ)**

Josh S. Tuzzolo v. Southeast Healthcare  
COLG1(48492)03132021  
22A-2021-01190F

Jenny Ault v. Subfield Inc  
COLE1(48524)03262021  
22A-2021-01320F

Lawrence Davis v. Crossroads Counseling Service  
COLE1(48550)04142021  
22A-2021-01388F

Greycen C. Carter v. Amanda Clearcreek Primary School  
COLE1(48577)04242021  
22A-2021-01507F

Natalie Norman v. Pickaway County Community Action Organization c/o Matthew O’Leary, Registered Agent; and Nicole Smith, Manager  
COLH1(48602)04092021  
05-21-2482-8  
22A-2021-01505F

Frances Weiss v. Chalmers P. Wylie Ambulatory Care Center  
COLE1(48604)04292021  
22A-2021-01523F

Tanya McKinnis v. Paint Creek Apartments (Wendy)  
COLE1(48605)04292021  
22A-2021-01524F

Michael Hill v. Kenworth  
COLE1(48612)05042021  
22A-2021-01531C

## **No Jurisdiction – Dismiss (XNJ) – Continued**

Michael Hill v. Kenworth Chillicothe  
COL1(48622)05052021  
22A-2022-00434F

Tyeisha Heidelberg v. Holiday Inn Express & Suites Columbus Airport  
COLG1(48623)05062021  
22A-2021-01542F

Corey Barnes v. Emily Hawes, Property Manager; and The Commons at Water's Edge c/o Link  
Property Management  
COLH1(48648)05142021  
22A-2021-01838F

Josh S. Tuzzolo v. Amy Carlisle/Southeast Healthcare  
COLG1(48650)05162021  
22A-2021-01844F

Keianna Pfeifer v. Angie Arthur, HCV Program Specialist; and Pike Metropolitan Housing Authority  
c/o Ken Reed, Executive Director  
COLH1(48686)04272021  
05-21-2742-8  
22A-2021-01960F

Chloe Anderson v. CVS Health/Aetna  
COL1(48743)06292021  
22A-2021-02174F

Melody Arnett v. State of Ohio, Department of Rehabilitation and Correction  
COL1(48775)07082021  
22A-2021-02242F

Kathleen Button v. Colony Club Apartments, LLC c/o CT Corporation System, Registered Agent  
COLH1(48783)04162021  
05-21-2883-8  
22A-2021-02256F

Michael Miller v. IMPACT Community Action  
COLG1(48849)08062021  
22A-2021-02525F

Darnell Wright v. Decker Construction Company  
COL1(48852)08092021  
22A-2021-02532F

## **No Jurisdiction – Dismiss (XNJ) – Continued**

Joshua A Bobo v. Panera Bread  
COLE1(48867)08172021  
22A-2021-02602F

Ryan Kline v. Windstream  
COLE1(48900)08262021  
22A-2021-02691F

James Hamilton v. Columbus Steel Erectors  
COLE1(48952)09172021  
22A-2021-02893F

Ryan Kay v. Delizcina, LLC c/o Savath Keng, Registered Agent; and VIP Realty, Inc. c/o Dimitrios G. Hatzifotinos, Registered Agent  
COLH1(48965)05212021  
05-21-3627-8  
22A-2021-02948F

Sonja (Last Name Unknown) v. The NRP Group, LLC c/o CT Corporation System, Registered Agent  
COLH4(46323)03242021  
22A-2021-01343F

James Callaghan v. Dana Incorporated  
TOLE2(41095)08202021  
22A-2021-02649F

Nasir Uddin Chaudhory v. Ashley Bieniek, Property Manager; Capstone Real Estate Investment, LLC  
TOLH2(41156)10062021  
22A-2022-00087F

Justin Fello v. Holland Brothers Electric Co.  
TOLE1(48766)07062021  
22A-2021-02220F

Doneka Domineck v. State of Ohio, Board of Nursing  
TOLE1(48865)08162021  
22A-2021-02600F

Annette Lipscomb v. Amazon  
TOLE1(48876)08192021  
22A-2021-02638F

Erin Kolakowski v. All Seasons RV Centers, Inc.  
AKRE3(41063)02012021  
22A-2021-00957F

## **No Jurisdiction – Dismiss (XNJ) – Continued**

Cheyenne Iacovone v. Briarwood  
AKRH3(41103)03062021  
22A-2021-01242F

Rachel Pope v. Mount Notre Dame Health Center  
AKRE6(29313)02162021  
22A-2021-01038F

Melody Conklin v. Ohio Hilltop, Inc.  
CLEH4(46556)07162021  
05-21-3250-8  
22A-2021-02996F

Laura Bally v. The MetroHealth System  
CLEE4(46607)08312021  
22A-2021-03044F

Tyson Lambert v. Mentor Public Schools  
CLEE4(46610)09022021  
22A-2022-00283F

Daija Griffin v. Vesta Management Corporation, Vesta Regency, LLC & Karmela Foster  
CLEH4(46628)07292021  
05-21-3560-8  
22A-2022-00303F

Dekarlos Steele v. Compass Group  
CLEE4(46677)09222021  
22A-2022-00603F

Gregory Archer v. Assurance IQ  
CLEE4(46800)11092021  
22A-2022-00556F

Jordon Gallacher v. Cincinnati Association for the Blind  
DAYG6(29341)02262021  
22A-2021-01811F

Deyaddin Tirba v. Optimus Temp/Richards Electric  
DAYE6(29403)03242021  
22A-2021-01948F

Deyaddin Tirba v. Optimus Temp/Richards Electric  
DAYE6(29404)03242021  
22A-2021-01949C

**No Jurisdiction – Dismiss (XNJ) – Continued**

Jessica Goode v. J&G Eastside Rentals LLC  
DAYH6(29478)03132021  
05-21-2565-8  
22A-2021-02196F

**18. No Jurisdiction – Dismiss**

Kay Yates/Phillip Yates v. Union Scioto School District  
COLG1(48542)04072021  
22A-2021-01350F

Jeffrey Moore v. ADT LLC  
COLA1(48695)06102021  
22A-2021-02004C

Tasha Chapman v. TikTok  
COLG1(49151)11182021  
22A-2022-00566F

Cynthia D. Cooper v. Caliber Home Loan; US Bank Trust NA; Carlton Rothfuss; Judge Young; Roberta Wade; Magistrate Duffy; Christopher Cooper; HSBC Beneficial  
TOLH1(48963)09232021  
22A-2021-02946F

Isabella Mia Lamanna v. Kent State University  
AKRG3(41458)10132021  
22A-2022-00320F

Patricia A. Crawford v. Fleet One Leasing  
CLEG4(46477)06242021  
22A-2021-02451F

Robert W. Johnson v. Key Bank  
CLEG4(46578)08122021  
22A-2021-03014F

Robert W. Johnson v. KeyCorp dba KeyBank  
CLEG4(46785)11042021  
22A-2022-00695F

Robert W. Johnson v. KeyCorp dba KeyBank  
CLEG4(46804)11092021  
22A-2022-00697F



## **No Jurisdiction – Dismiss - Continued**

Robert W. Johnson v. Avis Budget Group Inc.  
CLEG4(46805)11092021  
22A-2022-00696F

Robert W. Johnson v. Sedgwick Claim Management Services, LLC  
CLEG4(49084)11012021  
22A-2022-00327F

William Sheehan v. Dayton Realtors  
DAYH6(29748)08242021  
22A-2021-02659F

Diana Burns v. Shelby Metropolitan Housing Authority  
DAYH6(29765)08312021  
22A-2021-02718F

Joseph Gutman v. Douglas Duckett  
DAYE6(29791)09142021  
22A-2021-02883F

Jamie Hensley v. Douglas Duckett  
DAYE6(29792)09142021  
22A-2021-02885F

Madeline Haberthy v. Mount Saint Joseph University  
DAYG6(29850)10062021  
22A-2022-00136F

## **19. No Probable Cause – Dismiss**

Kimberly Rodenbeck v. The Ohio State University, Wexner Medical Care  
COLB1(48443)02122021  
22A-2021-01015C

\*Commissioner Patmon recuses himself from participation in this case

Shellie Patrick v. City of Westerville  
COL71(48444)02142021  
22A-2021-01016C

Shruti Rai v. Ohio University Heritage College of Osteopathic  
COLK1(48446)02112021  
22A-2021-01018F

Zackary Chaffin and Abigail Bowen v. Ronald Meharry, Owner/Manager  
COLH1(48451)02172021  
22A-2021-01023F

## **No Probable Cause – Dismiss - Continued**

Steve Rahimi v. Sam's East, Inc.  
COL71(48533)03312021  
22A-2021-01337C

Eboni Ragland v. PetSmart Distribution, Inc.  
COL71(48457)02192021  
22A-2021-01036C

Rona Moore v. Speedway, LLC  
COLB1(48459)02242021  
22A-2021-01047C

Lester Reynolds v. The Ohio State University/Outpatient Care Gahanna  
COLG1(48469)02242021  
22A-2021-01063F

\*Commissioner Patmon recuses himself from participation in this case

Angela Fields v. UnitedHealthcare  
COL71(48473)03012021  
22A-2021-01067C

Paris Henderson v. Jeld Fab and Weld, LLC and Jeld-Wen, Inc. dba Jeld-Wen Windows & Doors  
COL71(48478)03012021  
22A-2021-01072C

Brian Weaver v. The Huntington National Bank  
COLB1(48483)03092021  
22A-2021-01161C

Josh S Tuzzolo v. Southeast Healthcare  
COLG1(48493)03132021  
22A-2021-01191F

Steven Hisey v. Auto Palace, LLC  
COL71(48497)03152021  
22A-2021-01195C

Mark McVicker v. Licking County Veterans Service Commission  
COLG1(48539)04052021  
22A-2021-01344F

Robbin Chavis v. Bill Mitchell Retirement Village; Patricia Williams, Assistant Community Manager;  
Lisa Bennett, Chief Operating Officer; and Malita Scanlan, Community Manager  
COLH1(48547)04132021  
05-21-2371-8  
22A-2021-01357F

## **No Probable Cause – Dismiss - Continued**

Sarah Smith v. Lendmark Financial Services  
COL71(48551)04142021  
22A-2021-01390C

Cierra Rivers v. Newell Brands Industries, LLC  
COL71(48557)04162021  
22A-2021-01398C

Clarence Tyree and Tracey Tyree v. The Village at Thornapple c/o Thornapple Association, Inc.; The Thornapple Association, Inc. c/o WS Service Company, LLC; and VB Business Service c/o Vida J. Burns, Registered Agent  
COLH1(48558)04192021  
05-21-2464-8  
22A-2021-01399F

Arnette Chappelle Brogdon III v. Homes at Jeffrey Park c/o Thrive Companies; Jeffrey Place New Community Authority; Thrive Companies c/o Thrive Companies, Inc., Registered Agent; Heather Jones, Community Experience Manager; and Erica MacDonald, Assistant Community Experience Manager  
COLH1(48565)04212021 AMENDED  
05-21-2607-8  
22A-2021-01421F

Ibrahima Diallo v. Carvana, LLC  
COL71(48573)04232021  
22A-2021-01429C

John Anthony Sherred v. United Dairy Farmers Inc.  
COLE1(48578)04242021  
22A-2021-01508F

Timothy D. Gamble v. Rieke LLC  
COLB1(48608)04302021  
22A-2021-01527C

Theresa Johnson v. Zulily, LLC  
COL71(48615)05022021  
22A-2021-01534C

Masaaki E. Ewing v. The Kroger Co.  
COLG1(48642)05242021  
22A-2021-01802F

Candace Hawkins v. Roosters Henderson Road, Inc.  
COLG1(48689)06092021  
22A-2021-01996F

## **No Probable Cause – Dismiss - Continued**

Cassandra Aarons v. Suff Group dba Tuffy Tire and Auto Service Center Gahanna  
COLG1(48700)06112021  
22A-2021-02009F

Michael C. Lee v. Chipotle Mexican Grill, Inc. and Chipotle Services, LLC (Online)  
COLA1(48704)06142021  
22A-2021-02038C

John Anthony Sherred v. Custom Computer Warehouse, Inc.  
COLG1(48717)06162021  
22A-2021-02053F

Leonard Ervin v. Ohio AFL CIO  
COL71(48719)06172021  
22A-2021-02055C

Christy M. Ward v. WellNow Urgent Care  
COLG1(48722)06192021  
22A-2021-02064F

Diane Kessler and Tony R. Eden v. Towne Properties, Inc. c/o Daniel J. Bayer; Kevin Glasser, Member of Summerlyn HOA, Inc.; Summerlyn Homeowners' Association, Inc. c/o WS Service Company, LLC, Registered Agent; and Summerlyn Homeowners' Association, Inc. c/o Janet Cahill, Board President  
COLH1(48724)04192021  
05-21-2675-8  
22A-2021-02079F

Amina Ahmed v. Federal Express Corporation  
COL71(48815)07232021  
22A-2021-02406C

Royce Howett v. CECW Management Company, L.L.C. dba Checkers Express Car Wash  
TOLB2(40855)02182021  
22A-2021-01028C

Fannie B. Jackson v. Mercy Health-St. Vincent Medical Center LLC  
TOLA2(40871)02272021  
22A-2021-01097C

\*Split Determination: No Probable Cause on the issues of work duties, discipline, scheduling, harassment and communication on the basis of age. Probable Cause on the issues of work duties, discipline, scheduling, harassment and communication on the bases of race and retaliation.

Sue E. Schlachter v. The Toledo Endoscopy ASC, LLC  
TOLA2(40889)03152021  
22A-2021-01202C

## **No Probable Cause – Dismiss - Continued**

Heather Noykos v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-UAW Local 1889  
TOLB2(40890)03172021  
22A-2021-01199C

Paul L. Saltzman v. The University of Toledo Medical Center  
TOLG2(40892)03172021  
22A-2021-01204F

Shala Patton v. International Union, United Automobile, Aerospace & Agricultural Implement Workers of America-UAW Local 12  
TOLB2(40894)03182021  
22A-2021-01210C

Shala Patton v. FCA US LLC dba Stellantis North America  
TOLB2(40895)03182021  
22A-2021-01209C

Michele Adler v. The Kroger Co. dba Kroger Marketplace  
TOLA2(40896)03192021  
22A-2021-01212C

Anika S. Fields v. Center for Child and Family Advocacy, Inc.  
TOLG2(40900)03232021 AMENDED  
22A-2021-01313F

Patricia Reiter v. Charter Manufacturing Company, Inc.  
TOLA2(40901)03192021  
22A-2021-01312C

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOL72(40902)03262021 AMENDED  
22A-2021-01325C

Trevor Lee Clinger v. Cooper Tire & Rubber Company  
TOL72(40903)03262021 AMENDED  
22A-2021-01324C

Cecilia M. Peoples v. Clover Communities Sylvania LLC; Kings Pointe Senior Apartments; Hollie Bruno, Regional Property Manager; Troydean Alexander, Property Manager  
TOLH2(40925)04192021  
05-21-2573-8  
22A-2021-01407F

## **No Probable Cause – Dismiss - Continued**

Jeanette Brooks v. State of Ohio, Department of Developmental Disabilities, Northwest Ohio  
Developmental Center

TOLB2(40932)04262021

22A-2021-01453C

\*Commissioner Patmon recuses himself from participation in this case

Lola T. Collins-Welch v. Georgetown Village Apartments, Brenda Norts, Manager; Georgetown Village  
I Owner B LLC; Monarch Investment & Management Group, LLC

TOLH2(41054)04262021

05-21-3085-8

22A-2021-02466F

Carlos Cruz-Delricardo v. VXi Global Solutions, LLC

AKRA3(41133)03262021

22A-2021-01442C

Theodore Rubin v. Akron Education Association Labor Union

AKRB3(41154)04092021

22A-2021-01478C

Caleb Adams v. Kent State University

AKRK3(41180)04232021

22A-2021-01778F

Angelica Maggio v. 480 White Pond Group, Ltd. Dba Roundhouse Apartments and Cauleen Welsch

AKRH3(41209)05192021

05-21-2874-8

22A-2021-01800F

Floyd Ellis, Sr. v. City of Youngstown

AKRG3(41217)06072021

22A-2021-02570F

Floyd Ellis, Sr. v. State of Ohio, Lottery Commission

AKRG3(41218)06072021

22A-2021-02427F

Dawn Gedeon v. Trumbull County Commissioners

AKR73(41220)06042021

22A-2021-02573C

Tricia Newsome v. Michael F. and Bonnie L. Enright

AKRH3(41224)06072021

05-21-3044-8

22A-2021-02576F

## **No Probable Cause – Dismiss - Continued**

William Boyle v. Viking Forge, LLC  
AKRB3(41233)06212021  
22A-2021-02780C

Dell Croston v. Stark Library  
AKRB3(41255)06282021  
22A-2021-02822C

Breyana Johnson v. Duck Donuts  
AKR73(41271)07072021  
22A-2021-02877C

Condalese Cooper v. Shepherd of the Valley Lutheran Retirement  
AKR73(41272)07072021 AMENDED  
22A-2021-02876C

Ryan Sigurdsson v. Shirley Pikus, Shaun Pikus, Pikus Real Estate and David Angari  
AKRH3(41297)07212021 AMENDED  
05-21-3926-8  
22A-2022-00030F

Rick Wilson v. Waste Management  
AKRB3(41308)07282021  
22A-2022-00038C

Aven Allen v. Timken Steel  
AKR73(41309)07282021  
22A-2022-00039C

Boris Lewis for Willie Lewis v. Goodyear Tire & Rubber Company  
AKRB3(41376)09052021  
22A-2022-00031C

Tim Bethel v. Pike Township and Sharon Perrine  
AKRH3(41280)07122021 AMENDED  
05-21-3314-8  
22A-2021-02911F

Desmonique Hammonds v. Mahoning County Prosecutors Office, Mahoning County Recorder's Office  
AKRH3(41298)07222021  
22A-2022-00032F

Daniel Kuehl v. Tim Missler, Julie Siefker, and Tom Siefker  
AKRH3(41311)07292021  
05-21-3893-8  
22A-2022-00043F

## **No Probable Cause – Dismiss - Continued**

Mary Lu Cribschaw v. The University of Akron  
AKRB3(41324)08042021  
22A-2022-00560C

Curtis Anderson v. State of Ohio, Department of Developmental Disabilities  
AKRA1(48485)03102021  
22A-2021-01179C  
\*Commissioner Patmon recuses himself from participation in this case

Ana Cammarata v. State of Ohio, Bureau of Workers Compensation  
AKR71(48509)03212021  
22A-2021-01271C  
\*Commissioner Patmon recuses himself from participation in this case

Wykeitha Spivey v. Formica Corporation  
AKRB6(29736)08172021  
22A-2021-02631C

Frank Szabo v. City of Cleveland, Cleveland Fire Division  
CLE74(46245)02172021  
22A-2021-01172C

Samuel D. Jorgensen v. Discount Drug Mart, Inc.  
CLEB4(46305)03122021  
22A-2021-01300C

Darby Bailey v. Hastings Home Health Center, Inc.  
CLEG4(46315)03202021  
22A-2021-01630F

Darby Bailey v. Angels on Wheelz Transportation LLC  
CLEG4(46316)03202021  
22A-2021-01631F

Frank Szabo v. City of Cleveland, Division of Fire  
CLE74(46339)04132021  
22A-2021-01650C

\*Split Determination: Probable Cause on the basis of retaliation; No Probable Cause on the basis of race

Brittany P. Reynolds v. America's Best Contacts & Eyeglasses  
CLEG4(46373)05032021  
22A-2021-01715F



## **No Probable Cause – Dismiss - Continued**

Timothy J. Braddock v. Cuyahoga County Sheriff's Office  
CLE74(46384)07202021  
22A-2021-01725C

Sonya Washington-Managham v. Realty Trust Services, LLC, Realty Trust Services Property Management, LLC and Madhavan Chakravarthi  
CLEH4(46391)03032021  
05-21-2578-8  
22A-2021-01731F

Luz Cespedes v. Koinonia Homes, Inc.  
CLEB4(46429)05262021  
22A-2021-02324C

Alicia Davis v. The Cleveland Clinic Foundation  
CLEB4(46450)06082021  
22A-2021-02424C

Cheryl Huffman v. Wadsworth Fit LLC dba Planet Fitness Wadsworth  
CLEG4(46469)06202021  
22A-2021-02440F

John Glover v. Wal-Mart Stores East, LP  
CLEG4(46473)06222021  
22A-2021-02444F

Kathleen Lesiak v. James W. Ballrick II D.D.S., LLC  
CLEG4(46504)07092021  
22A-2021-02760F

Michelle Durst v. Homestead I Healthcare Group, LLC dba Grand River Health & Rehab Center  
CLEB4(46517)07162021  
22A-2021-02957C

Frank Szabo v. City of Cleveland, Division of Fire  
CLE74(46581)08182021  
22A-2021-03019C

Alicia Davis v. Nefratice Jones  
CLE74(46644)08202021  
22A-2022-00321C

Alicia Davis v. Aaron Evans  
CLEB4(46645)06082021  
22A-2022-00322C

## **No Probable Cause – Dismiss - Continued**

Deborah McDougal v. Lorain County Health & Dentistry  
CLEG3(41247)06232021  
22A-2021-02449F

Jae Ingram v. Health Partners of Western Ohio  
CLE76(29473)05042021  
22A-2021-02190C

Sheila Rene Howie v. YWCA Domestic Violence Shelter House of Peace; Director of Domestic  
Violence Shelters and Housing  
DAYH6(29259)01252021  
22A-2021-01368F

Carmita Avery v. LGC Hospitality  
DAYA6(29263)01272021  
22A-2021-01372C

Tara Edmondson v. City of Miamisburg  
DAY76(29266)01292021  
22A-2021-01375C

Erica Leigh Edmondson v. City of Miamisburg  
DAY76(29268)01292021  
22A-2021-01376C

Derrick D. Blassingame v. U.C.Tower, LLC, R Investments, Robert Wilder and Robert A. Calabrese  
DAYH6(29306)02182021  
22A-2021-01586F

\*Commissioner Winburn recuses himself from participation in this case

Jerry Johnson Jr. v. Whirlpool Corporation  
DAY76(29314)02162021  
22A-2021-01592C

April Dawn Smitley v. Victor Kim, D.D.S. Oral and Maxiofacial Surgery  
DAYG6(29319)02102021  
22A-2021-01601F

Linda Spencer c/o Mattie Wortham Estate v. Gina Heinz, Executive Director,  
Laurel Wood Assisted Living  
DAYG6(29321)02232021  
22A-2021-01603F

## **No Probable Cause – Dismiss - Continued**

Stephanie Conteh v. Kroger Company

DAYB6(29339)02262021

22A-2021-01764C

\*Probable Cause on the basis of disability only; \*No Probable Cause on the basis of disability and retaliation only

Lewis Carter v. Covenant Manor Oh LLC and P F Holdings LLC

DAYH6(29343)03012021

05-21-3951-8

22A-2021-01813F

Tre Anthony Lee v. Scott M&A dba McDonald's

DAY76(29349)03042021

22A-2021-01819C

Thomas J. Huff v. K&K Precision

DAY76(29355)03042021

22A-2021-01831C

Daj'ja Demmings v. Nuvasive Inc.

DAY76(29376)03152021

22A-2021-01865C

Barbara Robertson v. Kroger's

DAYE6(29399)03232021

22A-2021-01928C

Latreash Garmon v. 24/7 Dental

DAYG6(29422)04012021

22A-2021-02097F

Jeff Cochran v. MJAA Beth Messiah Messianic Synagogue

DAY76(29463)04282021

22A-2021-02157C

Cynthia "Cindy" Sponaule v. CCH Healthcare, LLC. dba Meadowbrook Healthcare, LLC

DAYB6(29471)05052021

22A-2021-02188C

Diane Rogers v. United Parcel Service, Inc.

DAYB6(29476)05052021

22A-2021-02193C

## **No Probable Cause – Dismiss - Continued**

Tanya Mikesell v. Providence Administrative Consulting Services, Inc. dba The Providence Group, Inc.  
DAYB6(29477)05062021  
22A-2021-02194C

Adam Conway v. CM Personnel  
DAY76(29506)05172021  
22A-2021-01664C

Deborah Hamner-Price v. Episcopal Retirement Services dba Marjorie P. Lee Retirement Community  
DAYG6(29518)05252021  
22A-2021-01805F

Elizabeth Crowder v. Stonespring Transitional Care Center, LLC  
DAYB6(29529)05262021  
22A-2021-01859C

Clifford Fluellen-Flynn v. MHR Solutions, LLC dba Massage Envy  
DAY76(29543)07022021  
22A-2021-01909C

Linda Freier v. Hills and Dales Veterinary Clinic  
DAYG6(29559)06042021  
22A-2021-01977F

Anthony Barwick v. Central State University  
DAY76(29581)06142021  
22A-2021-02035C

Trinity Allure Guthrie v. Rusty Bucket  
DAYB6(29636)07132021  
22A-2021-02340C

Emilea Blunt v. Preliminary, Inc. dba Ohio Business College Truck Driving Academy, LLC  
DAYK6(29717)08112021  
22A-2021-02605F

Emilea Blunt v. Preliminary, Inc. dba Ohio Business College Truck Driving Academy, LLC  
DAYK6(29721)08122021  
22A-2021-02609F

Robert Menafee v. Sinclair Community College  
DAY76(29772)09022021; AMENDED  
22A-2021-02776C

**No Probable Cause – Dismiss - Continued**

Bryon D. Clemons v. Mason Company  
DAY71(48363)01122021  
22A-2021-00714C

**MOTION by Commissioner Singh to approve the December 16, 2021 Confirmation Agenda. Second by Commissioner Danish.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>DID NOT PARTICIPATE</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES – with noted recusal</b>
<b>Commissioner Charlie Winburn</b>	<b>DID NOT PARTICIPATE</b>

**Motion carried but failed for lack of a quorum on case involving Commissioner Danish’s recusal.**

**MOTION by Commissioner Singh to approve the December 16, 2021 Confirmation Agenda. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES – with noted recusals</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES – with noted recusal</b>
<b>Commissioner Charlie Winburn</b>	<b>DID NOT PARTICIPATE</b>

**Motion carried.**

**STAFF BRIEFING**

The Compliance Director confirmed that the Ohio Civil Rights Commission had complied with notice requirements set forth in the Ohio Administrative Code Section 4112-1-04.

The Compliance Director requested the complaint number in the following case be corrected on the November 18, 2021 meeting minutes:

Ohio Civil Rights Commission v. V.T. Larney Ltd., Equity Management, LLC and Vince T. Larney  
Complaint No. 19-HOU-SET-00002

## HEARING OF APPEARANCE CASES

Appearance 1

Commissioners' Agenda - Week 4, Page 2, Item II-B

Joseph Scott Flippin v Millat Industries Corp.  
DAYB6(29236)01152021  
22A-2021-01083C

**MOTION by Commissioner Winburn to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation. Second by Commissioner Singh.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

**MOTION by Commissioner Patmon to take a brief recess. Second by Commissioner Winburn.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

**MOTION by Commissioner Winburn to return to public session. Second by Commissioner Patmon.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

**Appearance 2**

Commissioners' Agenda - Week 3 Page 1, Item I-A

Brooklynn Harris v. The McAlear Group, Inc.  
TOL72(40872)01212021  
22A-2021-00826C

**MOTION by Commissioner Patmon to uphold the Probable Cause determination. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

**Appearance 3**

Commissioners' Agenda - Week 1, Page 1, Item I-A

Dr. Angela Nicole Bryant v. The Ohio State University, College of Arts and Science,  
Department of Sociology  
COLB1(48383)01222021  
22A-2021-00869C

\*Commissioner Danish presided as Chair for this case due to Chair Barreras' recusal

**MOTION by Commissioner Singh to reinstate the previous No Probable Cause determination. Second by Commissioner Danish.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>RECUSAL – CORRECTED April 28, 2022</b>
<b>Commissioner William W. Patmon, III</b>	<b>RECUSAL</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>NO – CORRECTED April 28, 2022</b>

**Motion carried.**

Commissioners' Agenda - Week 4, Page 2, Item II-B

Jamesha Derrickson v. SRL Clips, LLC dba Sport Clips  
DAY76(29238)01192021 AMENDED  
22A-2021-01085C

**MOTION by Commissioner Patmon to reverse the previous No Probable Cause determination to Probable Cause – Schedule Conciliation on the basis of retaliation; No Probable Cause on the basis of race. Second by Commissioner Singh.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

**MOTION by Commissioner Danish to take a recess. Second by Commissioner Patmon.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	YES

**Motion carried.**

**MOTION by Commissioner Danish to return to public session. Second by Commissioner Singh.**

**Roll Call Vote:**

Chair Lori Barreras	YES
Commissioner William W. Patmon, III	YES
Commissioner Madhu Singh	YES
Commissioner Julia Rita McNeil Danish	YES
Commissioner Charlie Winburn	DID NOT PARTICIPATE

**Motion carried.**



**Appearance 5**

Commissioners' Agenda - Week 4, Page 2, Item II-A

Jeff Smith v. City of Union Police Department  
DAYA6(29235)01152020  
22A-2021-01082C

**MOTION by Commissioner Danish to reinstate the previous No Probable Cause determination. Second by Commissioner Winburn.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

**Appearance 6**

Commissioners' Agenda - Week 3, Page 1, Item I-A

Housing Research and Advocacy Center v. Sara A. Kass and Micah A. Zakem  
CLEH4(46203)01212021  
05-21-2283-8  
22A-2021-00860F

**MOTION by Commissioner Danish to uphold the previous Probable Cause determination. Second by Commissioner Winburn.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

**Appearance 7**

Commissioners' Agenda - Week 3, Page 1, Item I-A

Rose Kave v. Sara A. Kass and Micah A. Zakem  
CLEH4(46211)01262021  
05-21-2282-8  
22A-2021-00908F

**MOTION by Commissioner Patmon to uphold the previous Probable Cause determination. Second by Commissioner Danish.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

Commissioners' Agenda for Week 1

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Julie A. Dean v. Kohl's Department Stores

COLG1(48412)01292021

22A-2021-00932F

**MOTION by Commissioner Winburn to adopt the staff findings in the foregoing captioned case on the Commissioners' Agenda for Week 1. Second by Commissioner Singh.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

## Commissioners' Agenda for Week 2

### 1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Deborah Moon v. Charles R. Miller

AKRH3(41008)12212020

22A-2021-00719F

Fair Housing Contact Services v. Charles R. Miller

AKRH3(41009)12212020

22A-2021-00720F

### 2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Teresa Floyd v. City of Cleveland, Department of Public Health

CLEA4(46162)12232020

22A-2021-00791C

\*Split Determination: Probable Cause on the issue of harassment based on race; No Probable Cause on the issue of harassment based on age and retaliation;  
No Probable Cause on the issues of unequal terms and conditions, and termination based on race, age and retaliation

**MOTION by Commissioner Winburn to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 2. Second by Commissioner Patmon.**

#### **Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

### Commissioners' Agenda for Week 3

1. Findings Upon Reconsideration: No Probable Cause - Dismiss

Michael Meekins v. Panther II Transportation, Inc. dba Panther Premium Logistics  
CLEB4(46178)01062021  
22A-2021-00807C

2. Findings Upon Reconsideration: No Jurisdiction - Dismiss

Marvin L. Parms v. State of Ohio, Civil Rights Commission and Melissa Erford  
CLEG4(40832)01222021  
22A-2021-00878F

**MOTION by Commissioner Patmon to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 3. Second by Commissioner Danish.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

Commissioners' Agenda for Week 4

1. Findings Upon Reconsideration: Uphold Probable Cause Determination

Sadie Mae Wilson III v. The University of Toledo Medical Center  
TOL72(40244)11152019  
22A-2020-00538C

Sadie Mae Wilson III v. The University of Toledo Medical Center  
TOL72(40491)04202020  
22A-2020-01866C

2. Findings Upon Reconsideration: No Probable Cause - Dismiss

Markanthony Amos v. Operative Plasters' and Cement Masons' Local 886  
TOL72 (40819)01132021  
22A-2021-00713C

Constance Smith-Krueger v. Altercare of Cuyahoga Falls Center for Rehabilitation & Nursing Care, Inc.  
AKRB3(41061)01292021  
22A-2021-00930C

Dale Rene v. Misty Lake Village –The Meadows Phase Condominium Unit Owner's Association and  
Associated Management LLC  
CLEH4(46194)01172021 AMENDED  
05-21-2505-8  
22A-2021-00852F

**MOTION by Commissioner Winburn to adopt the staff findings in the foregoing captioned cases on the Commissioners' Agenda for Week 4. Second by Commissioner Patmon.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>YES</b>

**Motion carried.**

## Report from Executive Director

Executive Director Angela Phelps-White summarized her written report which included the following information:

### General Agency Overview

#### Inventory

##### Total Case Inventory.

○ Regions:	2,148
▪ Cleveland	392
▪ Columbus	501
▪ Akron	300
▪ Toledo	339
▪ Dayton/Cincinnati	616

##### Hearings Unit Inventory.

- Employment 49
- Housing 32 (25 elected to court)
- Public Accommodation 6

##### COVID-19 Inventory.

- Approximately 381 cases have been filed alleging or implicating COVID.

##### AG Litigation Inventory.

- Nothing new to report.

### AGENCY OVERVIEW

**EXECUTIVE TEAM MEETING.** I met with each member of the executive team individually to review this year and to discuss goals for the upcoming year. Each member of the team came prepared with substantial detail regarding the past year. They also had clear ideas and goals for their respective departments. The information gathered during these meetings proved to be invaluable and will be used to set a master plan for the upcoming year.

**HOLIDAY FAMILY DONATIONS.** The Central Office participated in an “adopt-a-family” program. We decided to donate to the St. Vincent Family Services, which is an organization in Columbus, Ohio that provides pediatric behavioral healthcare to children from pre-school through high school and their families. Our goal was to support five (5) children in need at the cost of \$100 per child. We exceeded our goal. As a result, we were able to extend our giving to another worthwhile agency-Huckleberry House. Huckleberry House provides support for youths and families dealing with homelessness, substance abuse, poverty, and violence. Thanks to your generosity, the Commission was able to help the most vulnerable people in our community.

**EMPLOYEE ENGAGEMENT ACTIVITY.** *Thankfulness.* We received a few submissions from staff regarding what they are grateful for this year. The email was issued with these gratitude submissions on November 24<sup>th</sup>. The common thread is that staff is thankful for family, friends, and co-workers. They are also grateful for their health and the privilege of working from home.

**EMPLOYEE ENGAGEMENT ACTIVITY.** *Holiday Pet.* For this activity, we are asking staff to submit pictures of their furry, feathered, and scaly friends or members of their family (beloved pets). Holiday “outfits” are not required but encouraged. Staff has until December 22<sup>nd</sup> to submit their pictures. The pictures submitted will be shared with the entire staff.

**COMBINED CHARITABLE CAMPAIGN.** The Ohio Civil Rights Commission exceeded its goal this year. The Commission’s goal for 2021 was \$3,484 and we received \$7,803.50. Congratulations Team OCRC for your generous spirit.

**HEALTH AND WELFARE.** Several members of the Commission have been sick, are caring for sick loved ones, or have lost loved ones. Please keep them in your thoughts and hearts.

### FISCAL

**FINANCE SUMMARY.** The November FY2021 Finance Summary is separately attached to the email with this report.

### TECHNOLOGY

**CONSULTANT.** David Hratzik is nearing the end of his assignment. I met with him on December 22. During that meeting, David shared what he learned regarding our operations. He discussed areas where there were gaps in information and where he needs clarification. He is assessing our workflow and has suggestions on areas where we can improve or implement new procedures to operate more efficiently. David is still meeting with pertinent staff to close the gaps of information and for clarification. Again, this project is expected to be completed by the end of January of 2022.

### HUMAN RESOURCES

**INTERVIEWS:** The HR department is continuing to review applications, to conduct interviews, to hire, and to on-board individuals for multiple positions within the agency.

**NEW HIRES AND TRANSFERS.** Al Crawford, an investigator for the Columbus region, and Jessica Figueroa, investigator for the Dayton/Cincinnati region, began their employment with the Commission on December 6th. Angel Stone began her position as Reconsideration Officer on the same day.



## COMPLIANCE

**ETHICS TRAINING:** Currently, 97% of the staff have completed the ethics training. Out of 73 active employees, including the two recent hires, 71 employees have completed the annual training for this year. Three remaining employees are scheduled to attend the training on December 16<sup>th</sup> and December 20<sup>th</sup>. The link and the remaining dates are as follows:

<https://www.ethics.ohio.gov/education/webinars.html>

**The Ohio Ethics Law: Building a Culture of Integrity:** Thursday, December 16, 2021, 10:00 AM - 11:00 AM.

**The Ohio Ethics Law: A Deeper Study:** Monday, December 20, 2021, 10:00 AM - 11:00 AM.

## LEGAL

**LITIGATION/CASE ANALYSIS.** Please see the report from the Acting Chief Legal Counsel.

## OUTREACH/EDUCATION/TRAINING

12/17/2021: Angela Phelps-White-Keynote Presentation at the Dayton Chapter National Association of Real Estate Brokers (NAREB) 12<sup>th</sup> Annual Gala

## LEGISLATIVE/CIVIC ENGAGEMENT

**LEGISLATIVE UPDATE.** See attached report from the Director of Public Affairs and Civic Engagement.

## REGIONAL OPERATIONS/ACTIVITIES/ACCOMPLISHMENTS

**TOLEDO REGION.** Toledo continues with its employee engagement activities by having a scavenger hunt. This activity, according to the Regional Director, is “not only for fun, but it is designed to sharpen investigation skills, use creative abilities, and think outside of the box.”

**OTHER REGIONS.** The remaining regions continue to carry out the mission of the Commission.

## KUDOS KORNER

**Anita Jackson.** Anita Jackson stepped up to not only continue handling her personal case load, but also the caseload of a staff member who has departed. Anita has also assumed the responsibility of helping to train the new hires in the Columbus region. Anita has endeavored to assist the region in every way possible.

**Veronica Bedinger.** We have had a staff member in the Dayton/Cincinnati region who has been on an extended medical leave. Veronica stepped up to handle not only her caseload, but the caseload of her co-worker during her absence. Veronica’s efforts have had a positive impact on the region’s case production.

**Loretta Christon and Naomi Hudson.** Dayton/Cincinnati management team asked for support to assist in preparing for the Commission meeting. Despite the positive COVID case in the region, Loretta, while following specially established protocols, volunteered to assist getting the region's cases ready for the Commission meeting. Loretta's efforts were much needed and extremely helpful.

**Melissa Erford.** Melissa from the Toledo region received an email from a charging party commending her on rendering "excellent" customer service. The Charging Party stated that, "not only did she provide me options, she also provided me with an empathetic ear; she listened to me." In the email, the Charging Party further stated that, "The tone of Melissa's voice never changed from compassionate and understanding, while still delivering unpleasant information. After speaking with Melissa, I was able to regroup and reevaluate my situation and apply Melissa's suggestions to my case."

**MOTION by Commissioner Patmon to adjourn the public meeting. Second by Commissioner Danish.**

**Roll Call Vote:**

<b>Chair Lori Barreras</b>	<b>YES</b>
<b>Commissioner William W. Patmon, III</b>	<b>YES</b>
<b>Commissioner Madhu Singh</b>	<b>YES</b>
<b>Commissioner Julia Rita McNeil Danish</b>	<b>YES</b>
<b>Commissioner Charlie Winburn</b>	<b>DID NOT PARTICIPATE</b>

**Motion carried.**

The regular meeting of The Ohio Civil Rights Commission was ADJOURNED at 2:04PM.

\* \* \*



Commissioner